



LOWELL SCHOOL COMMITTEE
Henry J. Mroz Administration Office
155 Merrimack Street
Lowell, Massachusetts 01852

John J. Leahy
Mayor and Chairperson

Andre P. Descoteaux
Vice-Chairperson

Hilary Clark
Michael Dillon Jr.
Robert J. Hoey Jr.
Connie A. Martin

**Family & Community
Engagement Subcommittee**

Tel: (978) 674-4324
Fax: (978) 937-7609

Monday, November 9, 2020
City Hall – Council Chamber
6:00 p.m.

Subcommittee Members Present:	Chairperson Ms. Clark, Ms. Doherty and Mr. Hoey
School Committee Members Present:	Ms. Martin
School Department Personnel Present:	Ms. Phillips, Chief Equity and Engagement Officer

Chairperson Clark called the meeting to order at 6:05 p.m. The following agenda item was discussed:

➤ **Portrait of a Graduate**

Ms. Clark asked Ms. Phillips to address the Subcommittee. Ms. Phillips stated that Portrait of a Graduate is a large initiative that began in January and that the district has learned a lot. The process is to empower families and the community as well as to address inequities in the Lowell Public Schools. She stated that we are presently at 50% completion of the Portrait. She stated that the district is analyzing our thinking and looked at what a senior at Lowell High School should be equipped with. She stated that it is a community-driven process that will define success for Lowell students that includes values, knowledge, skills, and work habits that they will need to thrive as leaders and workers in the 21st century. Ms. Phillips added that this has been an incredible partnership with Project Learn and that they have helped to bring this to fruition.

The presentation included the below information based on information the Equity office has received:

- 2020-2021 Organizational Goals and Key Performance Indicators which included:
 - ✓ Academics and Student Achievement
 - ✓ Safe and Welcoming Environment
 - ✓ Operational Efficiency
 - ✓ Family and Community Engagement
- Key Equity and Empowerment Office Initiatives that include:
 - ✓ Language Access & Two Way Communication
 - ✓ Family Council Collaboration, Alignment and Support
 - ✓ Culturally Responsive Education
 - ✓ Equity and Access to Educational Opportunities
 - ✓ Disproportionalities in Discipline
 - ✓ Diversifying Teacher Leaders
 - ✓ Portrait of a Graduate

The presentation also included a sample of completed portraits.

Ms. Phillips asked LZ Nunn, Executive Director of Project Learn to address the Subcommittee. Ms. Nunn spoke about all the design team members and their affiliations (which are attached to the minutes) and all the hard work that took place up to this point.

Ms. Phillips stated that the activities to date and areas of engagement are as follows:

- ❖ 186 LHS Teachers out of 230 (81) – Summer Teacher Planning Team and Teacher Survey
- ❖ 1500+ Lowell Public School Students (student focus groups, student survey, student portrait reflection activity)
- ❖ 150+ Business & Industry Leaders
- ❖ 50+ Family & Community Leaders

Ms. Farias, Student Support Services Coordinator at Lowell High School spoke about the partnership between Lowell High School and the district administration and what a rewarding experience it has been. She addressed themes for skills, knowledge and mindsets which included perseverance, critical thinking, cultural awareness, community trust and equity.

Mr. Saint Louis, a teacher at Lowell High School, spoke about the data that has been collected. The data addressed the following areas: teacher survey, student lesson, family survey, 10th grade student survey and alumni/former student survey.

Ms. Martin asked about back up documentation and data that the Committee could receive and agreed that it's very important information and would love to see the Lowell High School survey data compared with national survey results.

Ms. Phillips stated that the information could be provided and that we could also look at the alumni survey information.

Mr. Osorio, Climate Control Specialist spoke about the engagement timeline. He stated it began in the spring and that they were able to have six (6) student led focus groups. He stated that they were able to collect data and do an organization/student analysis which brought the district to 50 percent completion of the Portrait.

Mr. Wahpo, a student at Lowell High School spoke about the major data themes which the district is using to try to make the school experience for students impactful. The themes included community engagement, communication, staff diversity and skill building. He stated that the focus group responses expressed that we need critical thinking skills, task-oriented skills, communication/social skills, organization and stress-management.

Mr. Khin, Lead Bilingual Family Liaison spoke about the Critical Participatory Action Research (CPAR), which is research process by a community, for a community. He spoke about the many partners they worked with and the methods used with the community members.

Mr. McCarthy, Industry Design Team Member spoke about the industry data team. He stated that they have 130+ surveys and responses. He stated that they have held multiple brainstorm sessions with MassHire Workforce Board, GL Chamber of Commerce, Lowell Plan/LDFC, and Col Economic Development Office. He also stated that they held an industry leader luncheon/focus group on October 8, 2020 and that they will be taking a deeper dive into the meaning of results and will provide those results at a later date.

Ms. Phillips stated that this takes us to the 50% of the Portrait of a Graduate and we know the district needs to analyze it and include updated community input as the district works toward completion of the process. She stated that she will keep the Subcommittee apprised as they continue to build on this.

Mr. Hoey thanked all the people addressing the Subcommittee. He stated that he doesn't believe racism is as big of a problem in Lowell as it is in the rest of the country. He stated that he is very encouraged with the increased number of diverse hiring's and hopeful it will continue.


Ms. Doherty stated that she thinks the timing of this couldn't be more perfect. She stated that from the data it shows that all the stakeholders agree that we need more equity and to see all the consensus is very hopeful. She stated that she is looking forward to seeing how we can take the information we get from our stakeholders and turn it into action.

Ms. Clark thanked everyone for all of this incredible work and asked about the new reporting tool and believes it's tied to that need of belonging and asked if there are other actionable work in progress and or the horizon.

Ms. Phillips stated yes and stated as an example the expansion of the language line and translation services that staff members are utilizing more than ever before. She stated that they continue to reach out to families which is a really important piece.

**Mr. Doherty made a motion to adjourn at 7:05 p.m.; seconded by Mr. Hoey. 3 yeas
APPROVED**

Respectfully submitted,


Latifah Phillips, Chief Equity &
Engagement Officer for Dr. Joel Boyd,
Superintendent and Secretary, Lowell
School Committee

LP/mes

Who are we?

Design Team	Design Team cont.	Teacher Team	Student Team	Community & Family Team	Business & Industry Team
Latifah Phillips	JuanCarlos Rivera	Karyn Cassidy	Abraham Osorio	Vannak Khin	Latifah Phillips
Vannak Khin	Yun-Ju Choi	Ari Sullivan	Jaeda Turner	African Community Center	Shaun McCarthy
Abraham Osorio	Felicia Sullivan	Kendra Bauer	Mablean Ntoro	LEJA	Christine McCall
Michael Fiato	LZ Nunn	Maggie Moriarty	Ehud Engabare	Portuguese Team	Danielle McFadden
Petra Farias	Shamir Rivera- Quintal	Ralph Saint-Louis	Celia Flomo	LCCE	Allison Lamey
Karyn Cassidy		Deanna Stanford		CBA	Peter Farkas
Lauren Campion				Boys & Girls Club	LZ Nunn
Shaun McCarthy				CMAA	